

Thanks to TDU

Teamster Future Is in Your Hands

Teamsters across North America have a choice. They have the power to chart the future of our union, by using our Right to Vote for International officers.

Many members don't realize that they won that power because of Teamsters for a Democratic Union (TDU), the 25-year-old movement of Teamster members that is nonprofit and noncorruptible.

TDU first proposed the Right to Vote in 1976, and began to work to make it a reality. When our International Executive Board agreed to the

1989 consent decree, settling the government's RICO suit to save themselves, TDU worked to make the Right to Vote a part of that settlement, and won. Since the first election in 1991, TDU has fought to ensure fair election rules and a level playing field for all Teamsters.

Hoffa had hoped to avoid this year's election. He claimed that Teamster unity meant nominating only one slate of candidates — his.

But TDU members ran for delegate — and won — in many locals, and nominated the Tom Leedham



TEAMSTERS HAVE A CHOICE in the election of our top officers — thanks to TDU. Above, Tom Leedham campaigns with UPS Teamsters.

"We need TDU to keep the Teamster reform movement strong and growing."

"TDU has been the heart of Teamster reform since the 1970s — mobilizing and educating members, fighting for the right to vote, and helping us to win better contracts."

"We need you to join us. If you're not a member, fill out the coupon below and send it in today!"

George Saavedra, Local 490, Vallejo, Calif.
Candidate for Western Vice President
on the Rank & File Power Slate



JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

___ \$35 one-year membership & subscription to *Convoy Dispatch*.

___ \$85 three-year membership fee. (\$10 shall be rebated to the local chapter)

___ \$20 for spouses, and Teamsters who gross less than \$17,000 a year.

___ \$20 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Rank & File Power Slate at the June IBT Convention. Hoffa's pressure and intimidation couldn't make them back down.

Without TDU there would be no election because only Hoffa's chosen candidates would have been nominated.

Why the Fear?

That's why old guard officials fear TDU so much. That's why many officials at the Las Vegas IBT Convention sported "TDU Sucks" buttons.

TDU is what stands between them and what they want — a one-party union, with no voice for the members and no accountability to them.

They fear that more Teamster members will learn and use their rights, and chart a new course for the Teamsters Union — a course of democracy and strength.

The Future

The future of the Teamsters Union is in the hands of working Teamsters. By voting for the Tom Leedham Rank & File Power Slate this month, Teamsters can make history and give our union a brighter future.

The future is in the hands of

Teamsters in other ways, too. That's what TDU is all about.

- When UPS or freight Teamsters want to build rank and file power for national contract fights, they join TDU, because they know TDU is the network of members and leaders out front for a good contract.
- When Teamsters in Puerto Rico reformed their local union and wanted to link up with other Teamsters doing the same, they joined TDU.
- When a Teamster member in New Hampshire lost his job for refusing to drive an unsafe truck and his grievance was dumped, he turned to TDU for help and won his job back.
- When Teamsters in Seattle Local 763 wanted help to learn how to run for local office, and then how to build a strong local after they won, they turned to TDU.
- When Teamsters want to learn their rights, fight for better pensions, or stand up for strong local contracts, they turn to TDU.

If you care about the future of the Teamsters, consider joining TDU today. Join with those who are working to build a strong, democratic, growing Teamsters Union that can take on corporate power and put power in the hands of working Teamsters.

Leedham Addresses TDU Convention

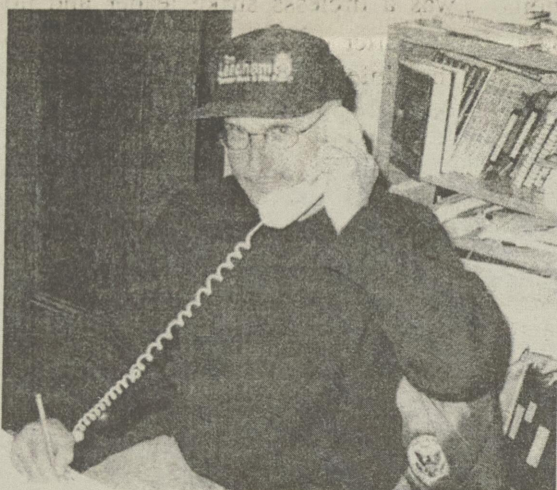
Tom Leedham addressed the TDU Rank & File Convention on Sept. 22. This was one day after the debate that Hoffa chickened out of, sending Chuck Mack in his place. Below are excerpts from Leedham's remarks.

I am very glad to be here. Believe me, coming here after debating Hoffa's flunky Chuck Mack was just what the doctor ordered.

This is where Teamster members come to learn to be leaders and it's critical that you dig into these workshops — learn about organizing on the shop floor, learn about reaching out to new members, writing newsletters and winning grievances. Learn as much as you can. You've got to do it, because we have a hell of a lot of work to do when we win in November!

We have to win. Do you have any doubts about that after watching that so-called debate yesterday? The General President of the Teamsters Union too chicken to face his opponent and defend his own record! What a slap in the face to Teamster members!

But I'm not surprised at all, and I'm sure none of you are either. Because



Campaign Is On to the Very End!

Leedham supporters are working to turn out every vote until ballots are due Nov. 13.

Phonebanking

Campaign volunteers like Local 804 member Rich Patterson (pictured above) are calling Leedham supporters from phonebanks across the country. Call the Leedham campaign at 718-875-4531 to volunteer at a phone bank near you.

Leafletting

The Rank & File Power campaign has produced special get-out-the-vote flyers and sample ballots to distribute in the final weeks of the election. You can download these from the Leedham website (www.Leedham.org) or order them from the campaign.

Remember, every vote counts. Let's push for victory to the very end.

Hoffa has been Missing in Action his whole term. When UPS was subcontracting Teamster jobs, Hoffa was MIA. When George Bush wiped out the ergonomics standards, Hoffa was MIA. When it was time to stand up to Anheuser-Busch, Northwest Airlines, Overnite, and the carhaul companies, Hoffa was MIA.

No wonder Hoffa was missing in action when it was time to defend this disgraceful record.

And no wonder Hoffa has UPS management and freight employers singing his praises. They're licking their chops at the thought of meeting Hoffa across the bargaining table, should he be lucky enough to win this election — and that is why we cannot, and will not, allow that to happen.

As I campaign around the country, I am hearing from a lot of worried people, especially members at UPS and in freight. With their contracts coming up soon, they have a right to be worried.

I campaigned at Anheuser-Busch in Columbus, Ohio, last month. Everyone was rushing into work a half hour early. Why? Because now, if members are one minute late, they are charged one whole sick day. They are down to only six sick days a year in this new contract! And if they violate their attendance three times in a two-year period, they can be fired.

In Pennsylvania, thousands of members were promised assistance in repairing their mismanaged pension plan. Tom Dudley in Local 229 says they were told by Hoffa in 1998 that he would help them. Three years later and they still have a committee looking at the problem and Hoffa is still MIA.

When 35-year freight and UPS Teamsters are going to retire with only \$800 a month, I would think they deserve emergency attention from the IBT.

When Hoffa campaigned in '96 and '98, he promised 25-and-out, no dues increase, a \$250 strike benefit, an end to government supervision, to cut and cap salaries — including his own — and to build Teamster power for

strong contracts.

What happened? You know what happened. When the Hoffa train left the station, the platform stayed behind.

The truth is that Hoffa has a secret plan to raise the dues — Chuck

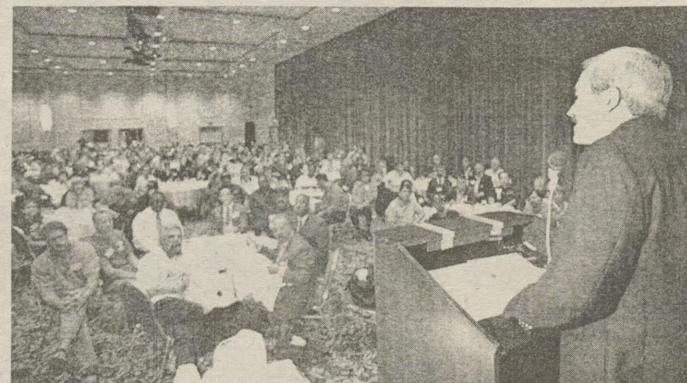
Mack did not deny that secret plan for a special convention to raise dues if they win.

The truth is there is no plan to raise the strike benefits, only to study it. Chuck Mack said so, and I believe him. They can't afford to while they are losing one million a month paying for lawyers, FBI agents, PR people, and fat cat lifestyles!

I could be out at the gates making pie-in-the-sky promises that I didn't plan to keep. But I'm not. As the members in my local can attest to, when I make commitments I keep them.

We have a plan to build power in this union, and make the lives of all our members better in the future. We published our list in the Teamster magazine of ten changes we'll make to turn things around in the next five years.

These aren't just slogans that we're putting out for a campaign. These are principles that we have fought for for years. Implementing this action plan will be a battle, and



we won't win it overnight. But I can't wait to get started — to take on the employers and their old guard allies by activating thousands of Teamster members and getting the job done.

Many of you have been out there at the gates, in the offices, the airports and anywhere else Teamsters work. You're hearing the same thing that I'm hearing. Members want a stronger union, one that stands tough against the employers in bargaining and enforcing their contracts.

They gave the famous name and big talk a try and now they are ready for a change.

We will win this election because PR is no substitute for rank-and-file power. We've paid our dues and proven our commitment to this union with our deeds and our hard work. And when we're out at the gates, face to face with members, they can tell.

Most of all, we will win because of all of you. Because in the next six weeks, together, we are going to distribute leaflets and videos and sample ballots. We are going to make tens of thousands of phone calls. We are going to turn out our vote. And together we are going to make history in this union.

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Michael Brannan, Seattle Local 763

For a copy of Tom Leedham's 10-Point Plan, see the latest Teamster magazine, visit the Rank & File Power Campaign web site at www.leedham.org, or call the campaign at 718-875-4531.

How to Contact TDU

We want to hear from you. Contact us at the address below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. TDU can be contacted by e-mail at tdudetroit@tdu.org or on the World Wide Web at: www.tdu.org

NY Office: P.O. Box 170131, Brooklyn, N.Y. 11217. Phone: (718) 624-7746. Fax: (718) 875-9336. E-mail: tdueast@igc.org

Winning Strong Local Contracts

More than one million of our union's nearly 1.4 million members work under contracts that are negotiated by their local union not by the International.

But every Teamster has a big stake in the current election for International officers.

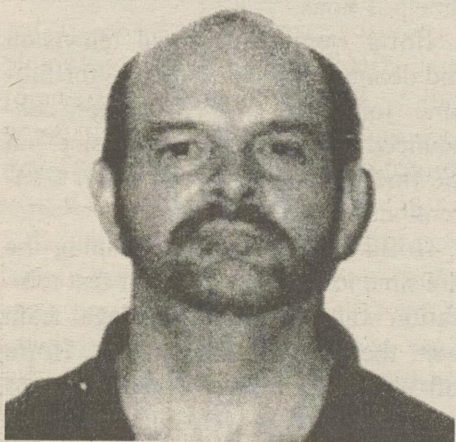
Weak leadership by Hoffa continues to hit Teamster members in their pocketbooks when they go to the bargaining table. Tom Leedham has a proven record of negotiating strong contracts and a plan for helping working Teamsters win better local contracts.

Hoffa's Failure

Recent contracts demonstrate the failure of Hoffa to use the power of the International to win strong local contracts for Teamster members.

On Sept. 28 private sanitation workers in Southern California voted to reject a management offer that would have paid them substantially less per hour than other Teamsters working for the same companies. Hoffa-aligned officers in Local 396 tried to ram the substandard contract through. When they failed, the officers put the members out on strike without any strike preparation.

Some of the workers who voted to reject the contract worked at Solag Disposal. They were fighting for their first Teamster contract ever and when their brothers and sisters went on strike, they joined the walkout. Local



Reform Win in Maryland

In a tight race, reformer Tom Krause won election as principal officer of Hagerstown, Md., Local 992. Krause edged out incumbent secretary-treasurer George Woods in this local of freight, UPS and white-paper contract shops.

Krause ran a well organized campaign. Phonebanking and a final mailing to all members made the difference in this close election. Tom's wife Janet organized mailings and phonebanking, freeing Tom up to go out to the shops.

Congratulations to Local 992 members on their victory.

396 officials told these workers that they either had to vote to accept the offer they had just rejected or that the local would declare "disinterest" in the bargaining unit and kick these newly organized members out of the Teamsters.

With local officials actively undermining the strike, and no support from the International Union, angry members reluctantly went back to work on Oct. 6 under the same contract they had overwhelmingly rejected previously.

Symptom of a Bigger Problem

The Local 396 sanitation sellout is just the tip of the iceberg of working Teamsters getting the shaft while Hoffa and the International are MIA.

- More than 20,000 public employee Teamsters in New York Local 237 have gone nearly two years without a contract! Local 237 is our union's largest local, but Hoffa has done nothing to put the weight of the International behind these members.
 - More than 700 Iowa Beef workers from Local 577 in Amarillo, Texas, walked out in a massive wildcat strike on Sept. 18 over safety and dangerous understaffing. IBP has vowed to fire 500 workers. Workers had to turn to private attorneys and government officials when neither the International or the local would intervene to fight for their jobs.
 - The strike by Amarillo IBP Teamsters is the third wildcat by Teamster meatpackers in the last two years alone. Excel Teamsters in Fort Morgan, Colo., also went on a wildcat strike earlier this year after rejecting a substandard contract offer. Workers who feel they are being represented by their union don't wildcat — workers who feel abandoned by their union do.
- In many cases members are being

forced to approve weak agreements because they were told that the only alternatives were a weak contract or an ill-prepared strike.

The threat of a strike, which is supposed to be a weapon for workers to use strategically against their employers, has become a weapon for old guard officials to use against members when they are trying to ram through a contract!

The Leedham Plan

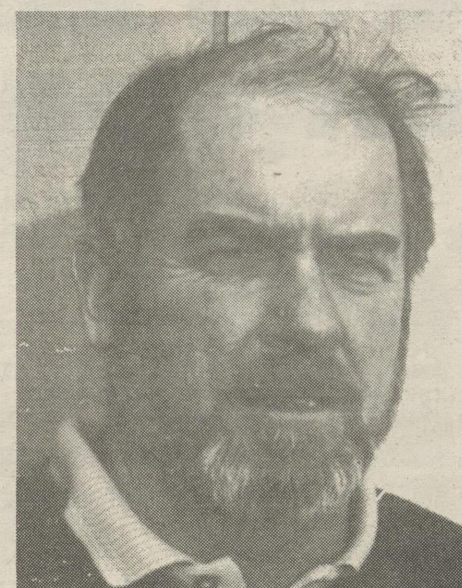
As General President of the International Union, Tom Leedham won't be able to solve every member's problem or negotiate every member's contract — and he isn't promising to.

But Leedham does have a plan that will help Teamsters win strong local contracts.

- **Tom Leedham will fight for national standards** in industries like warehouse, sanitation, beverage, meatpacking, and food processing. The International Union represents thousands of workers in each of these industries, but locals bargain largely in isolation against national and multinational corporations. Leedham will work to coordinate bargaining with the goal of achieving national standards that improve local contracts.
- **Tom Leedham will hold officers accountable when they are negotiating local contracts.** In consultation with local officers and rank-and-file members, Leedham will establish Standards of Representation that include strict guidelines on negotiating and ratifying local agreements.
- **Tom Leedham supports reforms to strengthen Teamster members' hands** at the bargaining table, including the right for members to elect rank-and-file representatives to serve on their bargaining committee and the right of Teamster members to review all contract changes in writing before they vote.

Teamsters will never move ahead at the bargaining table when International officials and some local officers are stabbing us in the back. Tom Leedham has a plan to help Teamsters win strong local contracts.

Hoffa has won substantial wage increases for himself (\$228,000 a year) and his friends (199 union officials make more than \$100,000 a year). But what has he done for Teamster members like you?



Reformers Win in Detroit Newspaper Local

A major upset occurred in Detroit Local 372 when former Detroit Newspaper strikers Dennis Nazelli (pictured above) and Ron Renaud defeated the incumbent secretary-treasurer and president.

Local 372 was at the center of the long and bitter strike against the newspapers. Nazelli, a TDU member, was a tireless strike leader and no supporter of the settlement made by the International, which included open-shop language.

Nazelli told us, "Communication was a key issue in our campaign. Members are tired of being ignored or ruled out of order. We never campaigned like we were ahead. We kept talking to people and never took any vote for granted."

Hoffa Aides on Trial

As *Convoy* goes to press, three of Hoffa's top aides are on trial. The Independent Review Board (IRB) is set to hear charges against Billy Hogan, Dane Passo, and Ed Jacobson, starting Oct. 17 in Las Vegas. The hearing is expected to last three days.

Hogan is the president of Chicago Joint Council 25. Passo is a top Hoffa aide. All three are Hoffa International representatives.

Hogan and Passo have been charged by the IRB with selling out Teamster members in Las Vegas by plotting to make a deal with a non-union company that would undercut the Teamster master contract in the trade show industry. Hogan's brother is an officer of the company. Jacobson is charged with obstructing the investigation.

Hoffa refused to hear the charges, so the IRB is conducting a hearing.

Leedham vs. Hoffa:

Who Has the Proven Record on UPS Contract Issues?

The UPS contract expires in less than a year and so much is at stake. Key issues for UPS Teamsters include:

- Winning higher wages.
- Preserving and improving pension and health benefits.
- Limiting involuntary overtime.
- Reducing productivity harassment.
- Combining part-time jobs into good full-time jobs.
- Eliminating multi-tier pay and winning a fair wage scale for part-time workers.

Not suprisingly, both slates in the current Teamster election have addressed these issues in their campaign literature. When casting our votes, we need to look beyond the rhetoric and look at *the record* of the two sides.

Wages and Benefits

Tom Leedham has taken on national employers and negotiated industry-leading wages and benefits that set the pattern for the warehouse industry — including medical benefits for Teamster retirees.¹

Leedham has also eliminated two-tier pay systems from Local 206's contracts by bringing everyone up to the top level of pay. This didn't happen overnight. It took a series of mobilizations to win contracts that closed the multi-tier wage gaps while delivering wage increases to *all* members.²

A similar approach is needed to raise part-time wages, reduce the wage gap at UPS, and win a fair wage scale for part-time workers at UPS.

In contrast, Hoffa has been weak-kneed in negotiating wages and bene-

fits. Hoffa bargained a first-year wage freeze and signing bonus in the carhaul industry when the economy was booming and the automakers were demanding that carriers settle at whatever cost.³

At Iowa Beef, the Hoffa administration gave away members' retirement plan altogether in exchange for 25 cents more in wages. The result was that senior employees lost \$1.50 to "win" an extra quarter in wages.⁴

Involuntary Overtime

Tom Leedham has negotiated strict limitations on involuntary overtime in Local 206 contracts. Members cannot be forced to work more than two hours of overtime in one day.

Members can also refuse to work all overtime after they have worked 40 hours in a week. For example, if a member works four 10-hour days, then he or she can refuse to work any overtime at all on the fifth day.⁵

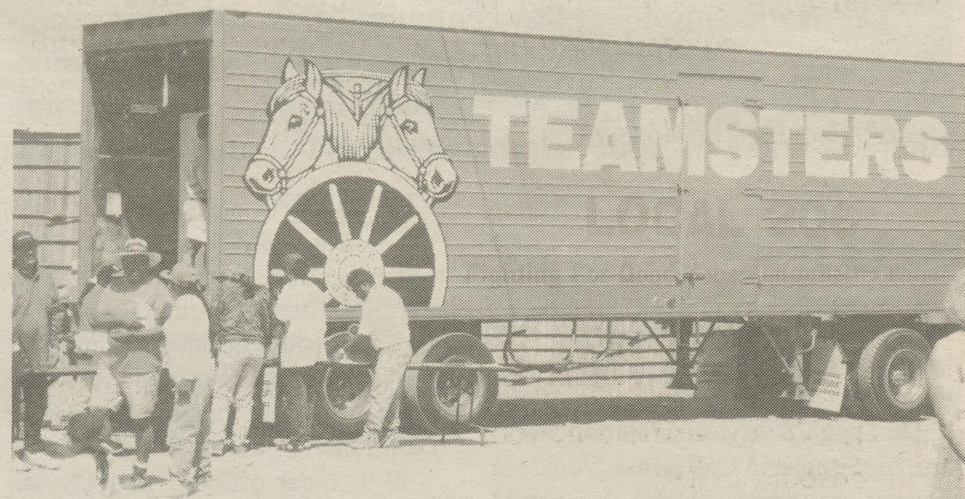
Leedham's contracts allow members who want the extra hours and pay to work it. But they also give members who want to limit their overtime the right to do so.

Hoffa has no record of negotiating limits on involuntary overtime — in no contract at any time.

Production Harassment

Tom Leedham has taken on production harassment in the warehouse industry—and beyond. He was a leading proponent of the Ergonomics Standard that would have protected UPS Teamsters with a tool to battle injuries and production harassment.

Leedham produced a manual on beating productivity harassment in



Support vs. Sellout

When Iowa Beef Teamsters were forced to strike, Tom Leedham's Local 206 sent a truckload of support, and Tom Leedham joined members on the picket line.

Hoffa sent in VP Jon Rabine, who gave away the members' retirement plan (behind the members' backs) in exchange for a 25-cent raise.

Is that how Hoffa plans to 'take on' UPS and other national employers?

the warehouse industry called "Watching the Clock." Local 206 stewards and members are trained to monitor employer productivity systems and defend their rights under these systems.

Hoffa has no record of limiting production harassment. When President Bush moved to gut the Ergonomics Standard, Hoffa and the IBT were missing in action.

Compare that to the aggressive action Hoffa took when he teamed up with Bush and oil company executives to push for drilling in the Alaska National Wildlife Refuge.

UPS management's production-boosting tactics are legendary, and winning changes won't be easy. But the approach that Leedham has pioneered in the warehouse industry can be used to begin to tackle the problem.

Productivity systems are a mandatory subject of bargaining. Our union needs to negotiate strong and specific language that prevents UPS from using production-related numbers such as stop counts and flow count against members. Then we need a coordinated national campaign to enforce those terms. Stewards and members need to be given the tools they need to stop harassment.

Full-Time Jobs

Tom Leedham was a leader in the 1997 strike that won 10,000 new full-time jobs by combining existing part-time positions.

Hoffa went on national television and denounced the UPS strike for full-time jobs. His slate members denounced the strike as "a disaster" on the floor of this year's Teamster Convention.

Hoffa takes credit for winning the full-time jobs arbitration, but that arbitration was handled by the legal team from the Carey administration. Hoffa left it in their hands so that he could take credit if they were successful and blame Carey if they weren't.

Summing Up

Making empty promises (not to mention breaking promises!) is easy. Hoffa is a pro at it.

Defining clear goals and making progress on tough contract issues is another story.

Tom Leedham has a proven record of doing that because he is a tough negotiator who builds leverage by tapping the power of a mobilized Teamsters Union.

In other words, he is the leader we need when we take on UPS in next year's contract negotiations.

Footnotes

1. Local 206 contracts with national employers that have retiree health insurance include Safeway, Fred Meyer, Unified Western Grocers, Nabisco and more.

2. Leedham negotiated an end to multi-tier wage systems at Fred Meyer, Unified Western Grocers, Safeway, and other Local 206 employers.

3. 1999 National Master Auto Transporters Agreement.

4. Labor agreement between IBP, Inc. and Teamster Local 556. Hoffa Vice President Jon Rabine gave away members' retirement plan in a closed door meeting with management behind the backs of the rank-and-file negotiating committee.

5. These overtime protections exist in Local 206's agreements with Fred Meyer, Safeway, and Unified Western Grocers despite repeated management attempts to get this language revoked at the bargaining table.

Leedham vs. Hoffa:

Who Has a Plan to Organize in Freight?

It's no secret. Nonunion freight is threatening to run the Teamsters off the road. It's not too late to rebuild our strength, but we need a real plan to organize the nonunion competition in order to rebuild our bargaining power in the industry.

Any real organizing plan in freight requires three key components:

- Teamster organizers out in the field.
- Nationally coordinated strategic campaigns.
- The funding and will to get the job done.

Tom Leedham has an organizing plan for freight. Hoffa doesn't. Worse, Hoffa's actions are weakening the Teamsters in our core industry.

Member Organizers

Tom Leedham has pledged to hire and train 1,000 Teamster members as organizers.

Leedham's plan uses our union's greatest strength: our members. Freight Teamsters would be taken off the job, trained as organizers and put out in the field to talk to nonunion workers about the advantages of working union.

This is the proven strategy the IBT used to organize nearly 50 percent of Overnite workers in the nineties.

When Hoffa took office, he fired the Teamster members who had organized the Overnite terminals and reduced the International staff dedicated to the Overnite drive to just one person. Then, without any preparation Hoffa launched his Overnite "strike."

Is it any wonder that the vast majority of Overnite Teamsters worked despite the strike or that the Overnite campaign has been reduced to legal maneuvers and press releases with no real pressure on the company?

We need new leadership to turn the Overnite campaign around. Member organizers need to be out in the field. We need to mobilize Teamsters and link up with community allies like we did during the UPS strike. Together, we can turn up the heat on Overnite with aggressive ambulatory picketing, street actions, and civil disobedience.

Coordinated Campaigns

Hoffa's Organizing Director John Murphy told *The American Prospect* magazine in March, "My dream is that the organizing department here in this building should be a desk and a telephone."

That's also Overnite's dream for the IBT organizing department! And American Freight's and Conway's too! National trucking companies can't be organized with local unions shouldering the burden all by themselves. That's why not a single nonunion freight terminal has been organized since Hoffa took office.

What's the alternative? Strategic, targeted, national campaigns that are coordinated by an International organizing department that is working arm-in-arm with local unions.

By targeting and coordinating our efforts, we get the most bang for our buck. Instead of abandoning locals to organize scattered campaigns in isolation from one another, we need coordinated national campaigns that maximize our pressure by uniting and focusing our efforts.

That's the model that's being used with success by other AFL-CIO unions that are growing. It's the model that Hoffa Sr. used to organize the first National Master Freight Agreement. It's the model the Teamsters need more than ever.

Coming Up with Resources

Does the IBT have the resources to put this plan into effect? You bet! But not the way that our dues money is currently spent.

Since Hoffa took office he has slashed funding for organizing by 63 percent and raised the number of multiple salaries paid to union officials by 470 percent. Hoffa raised his own salary by more than \$75,000.

Leedham will eliminate all multiple salaries and other waste and put that money to work organizing the

nonunion competition and fighting for better contracts.

That won't be enough to immediately hire 1,000 full-time Teamster organizers — but that's okay. The Leedham plan to hire Teamster members as organizers allows for maximum flexibility and the most effective use of union resources.

Under the Leedham plan, a permanent organizing department will be reestablished with full-time organizers hired out of the ranks of our union.

Additional freight Teamsters will be trained as organizers and can be taken off the truck or dock and put out in the field to strengthen organizing and contract campaigns at crunch time. These Teamster organizers can go back to the job and then be pulled off again when they are needed.

This was the program that was used to organize the 1997 UPS contract campaign. We need to build on that success to power our organizing and contract campaigns in freight.

Freight's Uncertain Future

Only a fool would say that rebuilding Teamster power in the freight industry will be easy. But we know the steps that need to be taken, and we know what's not being done.

We need to beef up (not dismantle!) the IBT's organizing department and we need to adequately fund united efforts on a national level, not just kick the job down to the locals and hope they get it done.

Rebuilding our union's organizing program will strengthen our hand at the bargaining table in 2003. When employers cry poverty and point to



Philmore Brooks
Local 728, Yellow Freight
Atlanta

Teamsters in the freight industry face rough times ahead. We need to meet the challenges of organizing and prepare for the next contract.

To organize we need to put hundreds of dedicated freight Teamsters in the field.

Tom Leedham has talked about cutting salaries and shifting the money to organizing. That's exactly what we need.

The future is ours to take. Freight can be as strong as it once was if we keep raising ourselves up with education and organization.

their nonunion competitors, our negotiating team will be able to credibly say that Teamsters are taking on the nonunion competition.

In turn, winning a good NMFA in 2003 will help our organizing efforts because strong contracts are an organizer's best weapon.

Ron Carey Acquitted

A jury of 12 men and women found Ron Carey innocent of all charges on Oct. 12 in New York.

Carey was on trial as a result of a money-swap deal engineered by his 1996 campaign manager and consultants. He was not charged with taking part in the plot, but rather with lying about what he knew about it.

His chief accuser was his former campaign manager, Jere Nash, who cut a deal with the feds to testify against Carey. Although he pled guilty nearly four years ago, he still

has not served one day in prison. In open court Nash was exposed as someone who exploited Carey and the Carey campaign for his own gain.

Jurors reported that they immediately voted 11 to one for acquittal, and were quickly unanimous.

The verdict should help set the record straight about Carey's record. Whatever mistakes Carey made, including allowing unsavory consultants into his campaign, his legacy is one of reform, power and hope for Teamsters.

TDU Rank & File Convention: 25 Years and Counting

Challenging Ourselves to Build the Power of our Union

Excerpts from TDU National Organizer Ken Paff's report to the TDU Convention.

I have a birthday announcement to make: TDU is 25 years old this week. A quarter century. That's a testament to being a long distance runner.

The old guard can't figure us out. They dream up conspiracy theories about us. I don't want to let them know all our secrets, but let me say just one reason that we've been able to stick around.

It's simple. TDU is based on union principles, not personalities.

No wonder the old guard doesn't understand. They don't have any principles. Anyone who was at the Las Vegas IBT Convention can tell you that. The convention is our union's highest body. Thousands of officers were there. And the only thing most of them could do was chant, "Hoffa, Hoffa" or "TDU Sucks!" That's not much of a program for our union.

The Teamster Convention was a laundry list of inaction. No program to increase strike benefits or organizing. When reform delegates asked uncomfortable questions or proposed positive reforms, Teamster officials just chanted, "Hoffa, Hoffa" and "TDU sucks" — or they walked out of the room.

But the convention was tremen-

dously inspiring, too, because reform delegates stood up and put forward good union proposals, proposals TDU has long stood for no matter who was in office at the International:

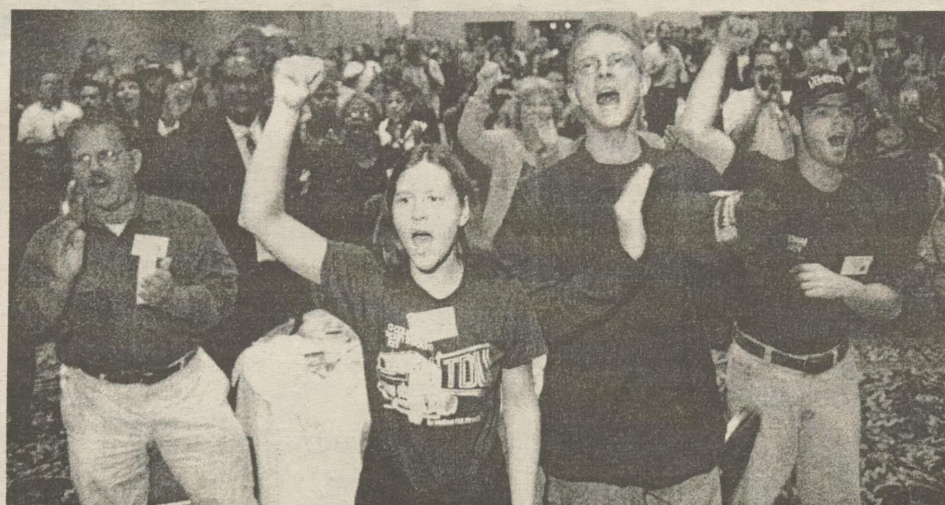
- **A ban on multiple salaries** to use our dues money for the members and to say that being a union officer will get you a good salary, but not be a road to the upper class.
- **A Membership Bill of Rights for our union constitution**, not just to protect membership rights, but to make our union stronger by drawing members into participation.
- **Shifting our union's financial priorities** to fund organizing and strengthen our strike fund.

The old guard blocked these and many other positive reforms, but they did not do much major damage to membership rights under the union constitution

Why? Because there is a force that applies the brakes when they try to move us back to the past.

And that force is the members of TDU.

But, we are not satisfied with merely keeping our union from moving backward. We challenge our leaders, and, most importantly, we challenge ourselves and our fellow



members to get involved, to break through apathy, and to build the power of our union.

I have not touched on the big event of our union that will shape its future, the upcoming election. It's just weeks away. Right now there's a sprint going on to the finish line. I know many of you are deeply involved. You're doing what has to be done. That sprint is all important.

But in addition to the sprint, we are long distance runners. We are about the future. And I want to talk about our tasks for the future.

- **We are going to build our local unions**, when necessary running against and defeating local officials who have forgotten their unionism.
- **We're going to build model local unions** that are based on involving the rank-and-file to fight for better contracts and organize

nonunion workers.

- **We are going to organize networks** at UPS, in freight and in every other industry we can. We're going to prepare for the UPS contract, the freight contract and for local contract fights.
- **We're going to build local TDU chapters** and develop new rank-and-file leaders — chapters and activists that distribute *Convoy-Dispatch* and *Adelante*, and that recruit new members to TDU. We're going to build TDU chapters that give Teamsters with a passion for unionism the tools they need to be more effective unionists.

We're going to move this union forward into the future. Forward to a Teamsters union that is open to its own members, to new ideas, and to new leaders. Because to be strong our union needs many, many active leaders at all levels.

TDU Has Been My Salvation



Allen Bunch
Local 171, Roanoke, Va.

About five years ago it started getting hard for me to go to work. I dreaded, even hated to go to work. I thought it was because of the way the company treated us. But then I began to realize that the real problem was that our efforts to get the company to treat us fairly and with respect were

being frustrated by our local union.

Then I got in touch with TDU, and from that point on things have gone up. We began to realize that we can deal with these problems. If we stay together we can achieve our goals.

I've run into so many local members who have the ability to run their local unions, but they don't think they can. They've learned to think they're just truck drivers and factory workers, but that's not true.

This old guard, if they stay in charge of these locals, will frustrate our efforts in the future. We've got to change the leadership in the locals. We have people out there who are capable, we just have to motivate them to do it.

We can change the whole country and the whole world by getting fair and decent treatment for all working people, whether we're union members or not.

What It's All About



Charles Alexander
Local 763, Seattle

What TDU has done has given me a better understanding of the union, of being united, of being concerned about the individual. You've inspired me in a way I didn't think I would ever be. I was content to pay union

dues, work, and go home.

When I first started working for Laidlaw, I had not had a lot of experience in the union. They were already in negotiations and a lot of people were complaining to Jon Rabine [then head of Local 763]. He said, "I've been accused of selling out. ...That may be true." From that point on I didn't have any confidence in him.

But a dozen years later, when I was fully convinced Rabine was entrenched for life, Kirk and that crew [of reformers] disposed of him. By doing so, I've been inspired to get on this reform bandwagon, because they are actually doing what I think union people should do. Where there is corruption, root it out. Bring help and improvement to the union. That's what it's all about.

Year-Round Education & Leadership Building

Educational Workshops Available in Your Area

"I can't wait to get to work Monday!"

That's what one participant said who attended the *Winning Grievances* workshop at this year's TDU Convention.

You don't have to miss out on the education if you missed this year's TDU Convention. First, make plans now to attend the 2002 TDU Convention, Nov. 1-3 in Cleveland. Bring a co-worker with you — it can increase your impact back home.

In the meantime, you can hold a workshop where you live. Experts on legal rights, writing flyers and newsletters, new production technologies, health and safety, contract campaigns, and other topics can bring the education to you and your co-workers.

This year's popular workshops that can be held in your area include:

- **How to Beat Apathy and Get Members Involved**
- **Running for Local Union Office**
- **Legal Rights on the Job & In the Union**
- **Winning Grievances**
- **Building Workplace Power**
- **Making Your Local Work for You**
- **Using the STAA to Fight for Truck Safety and Your Job**
- **Speaking Up At Meetings**

Contact TDU office 313-842-2600 for more information.

Leaders Have Emerged

Kay Fox

Local 743, Chicago

I'm a member of Local 743 which has over 12,000 members. None of us make a living driving trucks. The majority are women, over half of the membership is African American, over half are people of color. The largest group works in hospitals like me.

We are all members of a union that takes our dues money and provides very little representation. We have no voice on the job.

We average around \$10 an hour. Where I work, people pay up to \$150 a month for family health insurance. Others pay much more. Almost 3,000 Local 743 families lost their health insurance without notice, because the current leadership mismanaged, lost or stole \$16.5 million from the local's health and welfare fund. Most of our members have no pension.

We have many issues that unite us. Through our struggles, leaders have emerged. We formed the 743 Leadership Slate to run for delegates to the 2001 Teamster Convention in Vegas. It was the first time since our local



was formed in 1937 that a group of rank and file workers challenged the slate from the union hall and won.

During our election, TDU was there. I'm convinced that the voice of the rank and file is TDU. That's why after the convention I joined TDU and stand here now as a proud member.

We are now in the process of running candidates for office. It is our goal to get rid of the mobsters and do-nothing union officials, and to create an activist-based, informative union with rank and file participation — a union that organizes, fights the bosses, and wins.



Education in Spanish Available

Members discuss issues at the Latino Caucus Meeting (pictured above) at the TDU Convention. TDU provides opportunities that most Teamster local unions do not — the chance to discuss issues in an environment that supports members and takes members' issues seriously. TDU produces *Adelante*, a bilingual publication for members in Spanish and English. To receive *Adelante*, contact TDU at (313) 842-2600.

Workshops in Spanish are also possible.

TDU and Strategic Planning

TDU provides opportunities at our conventions and through local area meetings to discuss issues we face in our industries. At this year's convention, Teamsters discussed changing technology and its impact on production standards with a technology expert.

A UPS Contract for the Future

"The UPS meetings at the TDU convention really helped me to clarify my own thinking about how to approach the upcoming contract negotiations. Too often in the past we have only looked at the problems we face today.

"The TDU convention provided experts to look into the future and analyze the new technologies UPS is bringing on line and how they are leading to greater outsourcing, subcontracting and nonunion employees in our centers.

"We have to anticipate future chal-



lenges and have contract language in place to 'capture the work.' And we have to have an aggressive contract campaign to build our strength so we can meet the challenges of both today and tomorrow."

Craig Karnia
Local 705, UPS
Chicago

Inform Your Co-Workers

Get a Monthly Bundle of Convoy

Providing your co-workers with *Convoy Dispatch* each month is a small thing that can make a big difference.

A bundle of 10 is just \$4 a month, or 20 for \$6. Larger quantities are also available. Try a bundle for 6 months and see how members appreciate being informed. Call TDU at 313-842-2600 to order.

Haven't Voted Yet?

There's Still Time!

Fill Out Your Ballot Right Away

Fill in the oval next to the slate name to vote for the **entire TOM LEEDHAM RANK & FILE POWER SLATE**

A ballot was mailed to your home on Oct. 9.

Use a pencil or a blue or black pen to mark your vote.

If you have not received a ballot, or lost your ballot, call the Election Office at 1-800-565-VOTE to request one.

☒ TOM LEEDHAM RANK & FILE POWER SLATE	JIM HOFFA UNITY SLATE
General President Tom Leedham	SAMPLE BALLOT General President Jim Hoffa
General Secretary Treasurer Tom Gilmartin	General Secretary-Treasurer Tom Keegel
Vice President At-Large John Metz Noel Colón Ashley McNeely	Vice President At-Large Randy Cammack Fred Gegare Carroll Haynes

Don't Forget to Drop it in the Mail



Insert your marked ballot in the Secret Ballot Envelope and seal it. Do not make any marks on the secret ballot envelope.

Place the sealed Secret Ballot Envelope in the return envelope and drop it in the mail. Postage is provided.

The sealed Secret Ballot Envelope will be removed and mixed with other ballot envelopes before it is opened. No one will know how you voted.

Ballots must be received in Washington, D.C. before Nov. 13 in order to be counted.

Make sure your vote is counted — mail your ballot today!

Remind Your Co-Workers to Vote

Teamsters fought long and hard to win the Right to Vote for our top International officers. Using that right takes only minutes.

The people we elect to lead our union for the next five years will negotiate major contracts. Both the UPS and freight master contracts will be negotiated by the next administration.

The people we elect will determine how our union's resources will be used — to organize and build our strength, to coordinate bargaining of local agreements to win stronger contracts, or to make union officials richer.

**Our Union's Future Is Up to Us
Vote to Elect the**

TOM LEEDHAM RANK & FILE POWER SLATE

This is a secret ballot election.

If anyone asks for your ballot, demands to know how you voted, or is collecting ballots at your workplace, call the Election Office at 1-800-565-8683 and report this right away.